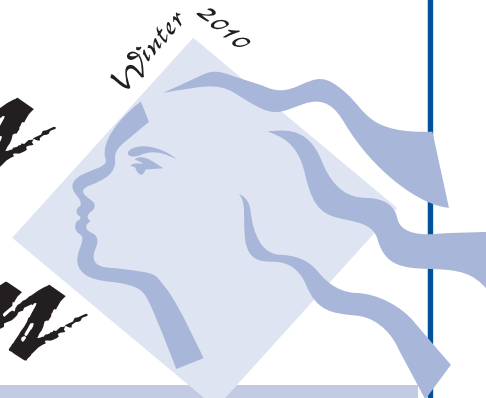


Michigan Women

A Publication
of the
Michigan
Women's
Commission

Winter 2010



◆ GOVERNOR JENNIFER M. GRANHOLM ◆ DEPARTMENT OF CIVIL RIGHTS DIRECTOR KELVIN W. SCOTT ◆
◆ CHAIR EMMA BELL ◆ EXECUTIVE DIRECTOR JUDY KARANDJEFF ◆

How Are Women Doing?

Three recently-issued reports show that Michigan women still have a long way to go before achieving equality in the business and political worlds.

The Inforum Center for Leadership's *Michigan Women's Leadership Index* 2009 reports on women in leadership positions in Michigan's top 100 public companies. The report states that "Although women fill approximately 50% of Michigan's professional and management positions, women are sparsely represented as executives

and board members in Michigan's Top 100 public companies."

In Michigan, women hold 56 of 533 (10.5%) executive positions in the top 100 companies. Women also hold 83 of the 866 (9.6%) board seats in the top 100 companies. Forty-one companies (41%) have at least one woman executive officer, leaving 59 companies (59%) with no women executive officers. Women-owned businesses account for an increasing percentage of both the total jobs created and the capital formation in Michigan and are growing at twice

the national average rate. For a complete copy of the report, go to www.inforummichigan.org.

The White House Project's *Benchmarking Women's Leadership* reaches similar conclusions. The report points out that women and men work in equal numbers, but, in measures of progress such as pay, board seats and corporate officer posts, progress has stopped or gone backwards.

In the 10 business sectors reviewed in the report, women, on average, hold only 18 percent of the top leadership positions.

"Those numbers are especially low given that women exceed men in earning college degrees and that, in every sector except the military, women constitute half or more of the staff or line workers.... Both the leadership and the wage gap between women and men grows wider as the status, prestige and rank of leadership position rises."

To change this situation, the report states that a critical mass of women in senior management and on boards is required. A *critical mass*, according to the study, is made up of three or more

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How Are Women Doing?

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women. This *critical mass* can cause a fundamental change in the boardroom and enhance corporate governance. To learn more, see the full report at www.benchmarks.thewhitehouseproject.org.

- One woman is newsworthy – she's a first.
- Two is better – but still an exception, not the rule.
- Three out of nine – one in three – stops being unusual.

From Benchmarking Women's Leadership

The third report, entitled "A Woman's Nation Changes Everything", highlights women's roles in our changing economy. Also called "The Shriver Report," it was compiled by Maria Shriver, the well-known reporter and women's advocate. For a complete copy go to www.americanprogress.org.

Here are some highlights from the report:

Women are Breadwinners!

- Nearly 4 out of 10 mothers are the primary family breadwinners.
- Women still earn 77 cents on a dollar.

Work Policies Don't Reflect Reality

- Women need family-friendly employee benefits, such as paid sick days.
- We need increased support for child care, early education & elder care.

Women's Health Needs Are Not Met

- Women need affordable, comprehensive health care coverage regardless of gender, employment status or health.
- Inequitable and unsafe working conditions need to be addressed.

Education Doesn't Always Pay

- Women hold 60% of all master's degrees, 50% of all professional degrees, and just under half of all Ph.Ds, but degrees aren't leading to higher paying jobs.
- While childless women working in corporations earn nearly the same as male counterparts, mothers earn 15% less on average than men and single mothers earn 40% less.

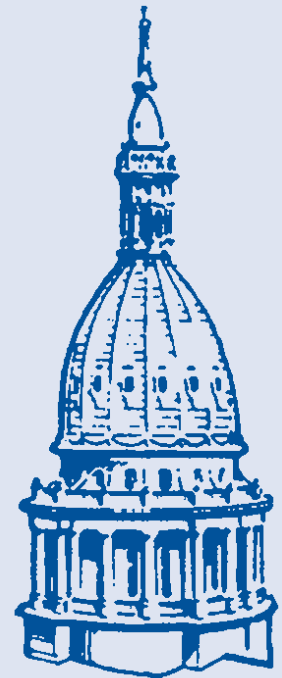
Women and Men Have A Lot in Common.

- Men need family-friendly policies too.
- Finding ways for men and women to integrate their responsibilities to work and to family could be the most effective "pro-marriage" program of the 21st century.

Legislative Update

Two bills that the Michigan Women's Commission supported were recently passed and signed into law.

On December 18, 2009, Governor Jennifer M. Granholm signed PA 188 of 2009 which takes effect on May 1, 2010. The new law prohibits smoking in public places, in places of employment, and in food service establishments. Home offices, cigar bars and tobacco specialty retail stores, and gambling areas of casinos are exempted. The law is given the name "The Dr. Ron Davis Law."



On December 30, 2009, Governor Granholm signed PA 190 of 2009 with immediate effect. The act amends Michigan's civil rights statute. The act adds language that further protects pregnant employees. Pregnant workers are sometimes treated differently than other employees who may or may not be temporarily disabled. The new language clarifies that pregnant employees must be treated in the same manner.

At the federal level, the U.S. House of Representatives and U.S. Senate have passed different versions of health care reform legislation. To compare the legislation, go to the Kaiser Family Foundation at www.kff.org. The Michigan Women's Commission supports federal health care reform with comprehensive reproductive rights.

Get Help on Child Support

You can get secure online access to your child support case with MiCase. According to Marilyn F. Stephen, Director, Office of Child Support, Michigan Department of Human Services, you can go to www.michigan.gov/micase and sign up to receive accurate information about child support.

MiCase provides payment summaries, child support owed, Friend of the Court Office Information, income withholding status, child support hearing dates and case information. Customers must apply for a username and password on the website, and information will be mailed to them through the postal service. About 80,000 requests for passwords have been made since the system became available in April.

Commission News

The Michigan Women's Commission wishes to thank Roberta Stanley who has served as the ex officio member from the Michigan Department of Education. She recently left her position for a new job in Washington D.C. We welcome our new ex officio member from the Michigan Department of Education, Patty Cantu.

The Michigan Women's Commission's Annual Report for 2009 is now available on our website at www.michigan.gov/mdcr under "publications".

Commission Reaches Agreement on Athletic Complaint

In June, the Michigan Women's Commission filed a civil rights complaint against the Capital Area Activities Conference. The complaint alleged that girls have less desirable game times, often at 6 pm, while boys' games are played at "prime time" 7:30 pm.

The commission was concerned about the negative impact on female athletes. For example, do the girls' programs have equal visibility to college recruiters and scouts? According to the Communities for Equity, et al., Plaintiffs, v. Michigan High School Athletic Association's decision in 2001, girls' and boys' teams can flip-flop times so girls' and boys' teams have an equal opportunity for prime time.

In the settlement, the Capital Area Activities Conference agreed to alternate scheduling of boys' and girls' varsity basketball games. The boys' games are in the 7:30 pm time

slot for 2009-2010, and the girls' games will be in that time slot for 2010-2011.



INCOME TAX CREDITS

As you prepare to file your taxes there are some important tax credits that may benefit you.

- 1) The federal Child and Dependent Care Tax Credit is designed to reimburse you for some of the child and dependent care costs that families pay in order to work. The credit is worth up to \$2,100.
- 2) The federal Child Tax Credit is designed to pay some of the expenses of raising children. This credit is worth up to \$1,000 per child.
- 3) The federal Earned Income Tax Credit (EITC) is designed to lower taxes of eligible families. In 2009, people will qualify if the criteria below are met:
 - (\$43,279 single) (\$48,279 married filing jointly) with three or more qualifying children
 - (\$40,295 single) (\$45,295 married filing jointly) with two qualifying children
 - (\$35,463 single) (\$40,463 married filing jointly) with one qualifying child
 - (\$13,440 single) (\$18,440 married filing jointly) with no qualifying children
- 4) The Michigan Earned Income Tax Credit is also designed to lower taxes paid in Michigan for eligible families. In Tax Year 2009, the second year that Michigan workers can receive the credit, the refund will be 20 percent of the federal EITC amount. The maximum amount will be \$1,131.

For more information you can call the Michigan Department of Treasury at (800) 827-4000. Or visit these websites www.irs.gov/individual/topic or www.michiganeic.org.

Sources: *Earned Income Tax Credit Statewide Initiative*, Michigan Department of Treasury and National Women's Law Center.



Those who have walked ahead of you might illuminate your path

Three convenient dates and locations – Pick the one that fits best!

Friday, March 19, 2010

Eastern Michigan University

Eagle Crest Marriot Conference Center, Ypsilanti

Friday, April 9, 2010

Grand Valley State University

Kirkhof Center, Allendale

Friday, April 23, 2010

North Central Michigan College

Campus Center, Petoskey

The Young Women, Strong Leaders conferences provide skill development and professional mentoring opportunities to prepare you for success in your professional life. In this one-day workshop, you will meet women leaders—student, academic, corporate, and political—from your region and across the state, building a network that will enable you to successfully work to improve the status of Michigan women and your own leadership abilities.

If you are:

- ✓ A current or potential leader on campus and in your community
- ✓ Curious about the experiences of other women leaders
- ✓ Ready to make a difference and build the future

You belong at the Young Women, Strong Leaders Conference!

Download a registration form today at: www.wrc.msu.edu/ywsl

Core Sponsors: Conference Host Sites (*Eastern Michigan University, Grand Valley State University and North Central Michigan College*), Michigan ACE Women's Network • Michigan Women's Commission • Michigan State University Women's Resource Center • Michigan Department of Education, Office of Career & Technical Preparation • U.S. Department of Labor, Women's Bureau.

"Rising to the Challenge" Conference



On Oct 23, the "Rising to the Challenge" conference was held at the Farmington Hills campus of Oakland Community College. The conference helped over 100 participants learn about green job opportunities, job training programs, and other state and local programs. The U.S. Department of Labor, Women's Bureau, in collaboration with the Michigan Women's Commission, the Early Childhood Investment Corporation and Oakland Community College, presented the conference. We thank everyone who participated.

Donele Wilkins, Executive Director of Detroiters Working for Environmental Justice, & keynote speaker.

VOTE!

2010 ELECTION DATES

- February 23, 2010 – Local Elections
 - *Register by January 25th, 2010*
- May 4th, 2010 – Local Elections
 - *Register by April 5th, 2010*
- August 3rd, 2010 – State Primary
 - *Register by July 6th, 2010*
- November 2nd 2010 – General Election
 - *Register by October 4th, 2010*

To Register to Vote You Must Be:

- A resident of Michigan and the city or township where you are applying to register to vote
- A citizen of the United States of America
- At least 18 years of age by election day
- Not serving a sentence in jail or prison

Did you know that Michigan ranks 21st of the fifty states in women's participation in the Legislature in 2009 and that Governor Jennifer M. Granholm is one of the 6 women governors currently serving?

- Center for American Women & Politics

Kids Count in Michigan

The Kids Count in Michigan Data Book

2009 was released on January 12. The report noted that “childhood poverty, abuse and neglect continue to rise in Michigan, but child deaths are down dramatically.” According to the report, childhood poverty rose by 6 percent between 2005 and 2007, and nearly one in five children in Michigan lives in poverty. Some good news was that births to teens declined 20 percent over the decade, childhood deaths dropped 18 percent and infant mortality declined 4 percent between 2000 and 2007. The complete report is available at www.milhs.org.



Another Glass Ceiling Is Cracked

On December 29, the U.S. Equal Employment Opportunity Commission (EEOC) announced that Outback Steakhouse agreed to pay \$19 million and furnish significant remedial relief to settle a major class lawsuit alleging sex discrimination against thousands of women at hundreds of its corporately-owned restaurants nationwide.

According to the EEOC, Outback Steakhouse discriminated against its female employees with respect to the terms and conditions of employment and also denied women opportunities for women to advance. The monetary relief will be administered through a claims process to all female workers employed at corporately-owned Outback restaurants from 2002 to the present who have at least three years of employment.

The settlement was a result of a lawsuit filed by the EEOC in September 2006 under Title VII of the Civil Rights Act. For more information about EEOC go to www.eeoc.gov.

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CALENDAR

March is Women's History Month. The 2010 theme is "Writing Women Back Into History." See www.nwhp.org for ideas.

March 8 is International Women's Day. The theme is "Equal Rights, Equal Opportunities: Progress for all." <http://www.internationalwomensday.com>.

March 10, 10:00 a.m. – Michigan Women's Commission Meeting. 110 W. Michigan Ave., 8th floor, Lansing MI. Call 517-373-2884.

March 19 – 8:30 a.m. - 4:30 p.m. – Young Women, Strong Leaders Conference, Eastern Michigan University, Eagle Crest Marriot Conference Center, Ypsilanti. Call (517) 373-2884.

April 9 – Young Women, Strong Leaders Conference, Kirkhof Center, Grand Valley State University, Allendale. Call (517) 373-2884.

April 23 – Young Women, Strong Leaders Conference, Campus Center, North Central Michigan College, Petoskey. Call (517) 373-2884.

A more complete calendar is available at www.michigan.gov/mdcr.

Mailing List Update

If your name or address needs to be changed on our newsletter mailing label, or if you receive duplicates, please mail or fax (517-335-1649) the correct information (along with your current label) to the address or fax number listed. You can also email us at MDCR-WomensComm@michigan.gov.